

they want a company culture that “treats all people fairly.” Meanwhile, leaders report hearing frequent expressions of frustration and confusion by highly-sought younger workers at why “some older people” make a “big deal” out of non-discrimination (in and outside of the workplace) or speak actively about LGBT issues in negative, cautionary, or bigoted tones. Competing for talent, particularly for members of the Millennial generation now entering the workforce, makes inclusion and diversity a requisite.

SUPPORTING DISCRIMINATION PROTECTION IS STATUS QUO

Executives suggest that the “battle is over” in corporate America and the boardroom. Supporting discrimination protection is status quo for large companies and for most medium-sized firms, and a requirement for competition in many cases. Business leaders felt their competitive positioning efforts were “undercut” by negative or absent external public policies in local markets and inaction at the state level to support business needs. Some suggested the need for state action to address these issues and eradicate both the negative perceptions of the state and cultural landscape.

COMPLIANCE THROUGHOUT SUPPLY CHAINS

Failing to represent the presence and authentic implementation of a non-discrimination policy can result in real, hard loss of revenue from global clients and partners as well as significant damage to brand reputation.

A PREREQUISITE FOR BUSINESS

For companies to compete for business, they must both have and evidence non-discrimination policies and culture. Another element relates to softer aspects of brand reputation and acceptance among industry peer groups. Leaders express “reputation” as extremely delicate and important, especially in the early stages of competitive opportunities.

PUBLIC SUPPORT AND LEGISLATIVE EFFECTIVENESS

Public opinion in Florida supports the passage of legal protections from workplace discrimination for LGBT people. Survey results found that 73% of respondents supported passage of this legislation that would have added protections from sexual orientation and gender identity discrimination to existing state law. Three sources of public opinion data indicate that 80% of Florida residents think that LGBT people experience a moderate amount to a lot of discrimination in the state.

The study also shows evidence of the effectiveness of state legislation. Evidence from states with sexual orientation non-discrimination laws indicates that the likelihood of a gay or lesbian employee in those areas even filing a legal complaint is estimated at only 0.01 to 0.08 percent annually.

TRIBUTE TO SIMON PETER WORDEN, BRIG.GEN., USAF, RET.

HON. ANNA G. ESHOO

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 14, 2015

Ms. ESHOO. Mr. Speaker, I rise today to honor Simon Peter “Pete” Worden as he retires from NASA Ames Research Center at Moffett Field, California as Director.

Pete Worden was born in 1949 in Michigan. He earned his BS degree from the University of Michigan and his Ph.D. in astronomy from the University of Arizona. He was commis-

sioned a Second Lieutenant in the United States Air Force on May 1, 1971, and rose through the ranks to become Brigadier General in September, 2000. He retired from active duty in May, 2004. While on active duty he served in many critical positions, including serving as an advisor in the Executive Office of the President. At the time of his retirement he was Director of Development and Transformation, Space and Missile Systems Center, Air Force Space Command, Los Angeles Air Force Base, California.

After retirement from the Air Force, Pete Worden was a Research Professor of Astronomy, Optical Sciences and Planetary Sciences at the University of Arizona and was a consultant to the Defense Advanced Research Projects Agency.

In May, 2006, Pete Worden became Director of NASA Ames, where he served with great distinction. During his tenure at NASA Ames many small, low-cost satellites were launched and new thrusts in quantum computing were made. Pete can be rightly proud of the revitalization of space biology and the development of synthetic biology, and of Ames’ work on the International Space Station.

I had the opportunity and privilege to work closely with Pete Worden and I know him to be a gracious man of brilliance and integrity. He worked with me and GSA on a competitive bid process that resulted in the selection of Planetary Ventures, LLC as the lessee to restore historic Hangar One and the management of Moffett Federal Airfield. Because of this work, Moffett Federal Airfield will remain a federal facility, managed under a public-private partnership. This Silicon Valley hub for disaster preparedness will be maintained and available as needed for federal purposes and significant taxpayer dollars will be saved.

Mr. Speaker, I ask the entire House to join me in honoring Pete Worden for his extraordinary service to our country which has made us a stronger, better nation.

REMEMBERING WAYNE PROUSE

HON. BRIAN BABIN

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 14, 2015

Mr. BABIN. Mr. Speaker, I rise today to honor a great man and a friend, Wayne Prouse. Wayne passed away on Friday, April 3, 2015 at the age of 69.

Wayne was an amazing man who shared his love of history and our country with thousands of students over a period of thirty-five years as a teacher in Orange County, Texas. Wayne’s passion for history left a lasting impression on all of those he taught and he is remembered by many for his integrity and honor, qualities he strived to instill into his own students as well. He is fondly remembered by many former students whom he sponsored on trips to our nation’s capital where he introduced them to the memorials celebrating the lives and achievements of our founding fathers. Wayne always taught with two goals in mind—to promote the ideals of American democracy and civic responsibility among all of his students.

Wayne’s service to his community didn’t end in the classroom. He proudly shared his love

of history by serving on the Orange County Historical Association and as an active member of the Sons of Confederate Veterans, traveling around the country reenacting famous battles. Wayne also served passionately on the board of directors for the Salvation Army, Orange County Retired Teachers Association, Texas Horseshoe Pitchers Association, and as parliamentarian for the Orange County Republican Party.

I had the pleasure of getting to know Wayne as an important member of my staff who served the constituents of our district faithfully. Most notably, Wayne was responsible for our Veteran’s Video program where he interviewed combat veterans and later filed DVDs of those interviews with the Library of Congress, where they will remain as important reminders of the service and sacrifices of these brave men and women for generations to come.

My prayers and deepest condolences go out to Wayne’s wife, Andrea, his son, Brandon and his grandson, Landon. Wayne will be sorely missed by my staff, our community, and his former students, but his passion for history and the valuable lessons he taught will certainly live on.

HONORING THE PASSING OF MR. KENDALL FRANKLIN ROWE SR.

HON. ROBERT J. WITTMAN

OF VIRGINIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 14, 2015

Mr. WITTMAN. Mr. Speaker, I would like to recognize the passing of Mr. Kendall Franklin Rowe Sr., of Montross and Richmond. Mr. Rowe passed away peacefully on March 3, 2015. He is survived by his wife; Phyllis G. Rowe, and his children; Kendall F. Rowe Jr., Brenda Rowe Murray, Rebecca R. Graf and his grandchildren, as well as his sister Eleanor R. West. Mr. Rowe was a loving father, grandfather, and family man. Mr. Rowe was also a loyal patriot who served in the U.S. Army as well as the U.S. Coast Guard Auxiliary. Mr. Rowe will be dearly missed by his family and friends.

CONGRATULATING SARA McDONALD

HON. ADAM KINZINGER

OF ILLINOIS

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 14, 2015

Mr. KINZINGER of Illinois. Mr. Speaker, I rise today to honor Sara McDonald, who was named Elementary School Principal of the Year by the Illinois Principals Association on March 5, 2015.

Elementary school represents a vital moment in a child’s education, and hardworking, dedicated educators, like Sara McDonald, are crucial to molding curious students into lifelong learners. As principal of Northview Elementary School, in Peru, Illinois, Mrs. McDonald has continually demonstrated her passion for education and her commitment to serving students. She serves not only as a leader of